

Lake Mills

IBEW #204 (Mixed)

7/1/2006 6/30/2009

LABOR AGREEMENT

between

CITY OF LAKE MILLS, IOWA

and

**INTERNATIONAL BROTHERHOOD OF ELECTRICAL
WORKERS, LOCAL UNION 204**

7-1-2006 TO 6-30-2009

INDEX

<u>Article</u>	<u>Item</u>	<u>Page Number</u>
1	Recognition	3
2	Union Dues	3
3	Hours of Work.....	3
4	Breaks.....	4
5	Overtime.....	4
6	Seniority.....	5
7	Grievance Procedure.....	6
8	Sick Leave.....	7
9	Work Related Injuries or Illnesses.....	7
10	Education and Training.....	8
11	Funeral Leave.....	8
12	Holidays.....	8
13	Vacations.....	9
14	Other Paid Time Off.....	10
15	Meals and Expense Allowance.....	11
16	Health, Dental, Vision, and Life Insurance.....	11
17	Clothing Allowance.....	12
18	Standby Pay.....	13
19	Safety and Health.....	13
20	Wages and Classifications.....	13
21	Terms and Impasse Procedures.....	13
ATTACHMENT “A” – Wage Classifications		14
Attachment “A” Notes		17
Letter of Agreement – Joint Training/Advancement Committee		19

AGREEMENT

This Agreement made and entered into by and between the CITY OF LAKE MILLS, IOWA, hereinafter referred to as the "EMPLOYER," and INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS, LOCAL UNION 204, hereinafter referred to as "UNION."

ARTICLE 1: RECOGNITION

1.01 – The Union, having been certified by an order of the Public Employment Relations Board, Case No. 5499, dated December 30, 1996, at Des Moines, Iowa, to which certification, reference is hereby made, the Employer agrees to negotiate and bargain exclusively with the Union through its duly accredited officers and representative, in respect to wages, rates of pay, hours of employment and working conditions for the following employees of the Employer.

INCLUDED: All full-time and part-time employees of the City of Lake Mills, including, but not limited to employees in the job classifications of Electric Department Supervisor and Lineman, Water & Waste Water Superintendent and Technician, Power Plant Supervisor and Operator, Street Department Supervisor and Maintenance Worker, Distribution Supervisor, Utility Laborer, Utility Clerk, Account Clerk, Deputy City Clerk, Youth Center Director, Library Aide, Children's Librarian, Transit Driver and Janitor.

EXCLUDED: Director of Public Works, Deputy Director of Public Works, all employees of the police and fire departments, and all other excluded by section 4 of the Public Employment Relations Act.

ARTICLE 2: UNION DUES

2.01-The Employer agrees to make deductions for union dues from employee paychecks upon proper written authorization by the employee. Said authorization form shall be developed and administered by the Employer. The Employer shall forward the amount so deducted to the financial secretary of the Local Union in accordance with a procedure approved by the Employer and the Union. Employee payroll deductions shall be voluntary.

ARTICLE 3: HOURS OF WORK

3.01 – FULL-TIME EMPLOYEES:

Eight (8) hours shall be a workday and forty (40) hours shall constitute the standard workweek. Five consecutive days, Monday through Friday, shall constitute the normal workweek.

- 3.02 – Payroll warrants/checks shall be distributed bi-monthly on the fifteenth (15) of the month (should the fifteenth [15th] fall on a weekend, payroll warrants/checks shall be distributed on the Friday preceding) and on the last business day of the month, prior to 10 a.m., respectively.
- 3.03 – Employees assigned to the Department of Public Works – Electric Distribution, Streets, Parks, Airport, Water, and/or Wastewater shall work from 7 a.m. to 4 p.m.
- 3.04 – The plant operators' regular hours shall be static shifts of 7 a.m. to 4 p.m. and 9 a.m. to 6 p.m.. The Power Plant Supervisor's hours shall be 7 a.m. to 4 p.m. with a one (1) hour lunch.
- 3.05 – Employees assigned to the office of the City Clerk shall work from 8 a.m. to 4:30 p.m.
- 3.06 – Part-time employees work various hours and their hours of work will be designated by their Department Head on a weekly basis. Hours may be modified by Department Heads with a one-week notice or by mutual consent.
- 3.07 – Where the Contract does not specifically specify full-time employees; the benefits for part-time employees shall be pro-rated based on the average number of hours worked in the previous calendar quarter.

ARTICLE 4: BREAKS

4.01 – Breaks :

All employees shall receive (2) ten (10) minutes paid breaks during the workday which shall be taken during mid morning and mid afternoon. All employees shall receive a one (1) hour unpaid noon lunch break, except for employees assigned to the office of the City Clerk who shall receive a one-half (1/2) hour unpaid noon lunch break.

ARTICLE 5: OVERTIME

- 5.01 – Full-time employees shall be paid time and a half for all hours worked in excess of forty (40) hours per week paid time. The Employer reserves the right to designate the employee or employees to work overtime but shall distribute overtime as fairly and equally as practical.
- 5.02 – Employees required to work on a holiday, as designated in Article 12, shall receive, in addition to their regular holiday pay, compensation at a rate of one and a half times their regular hourly rate.
- 5.03 – Employees assigned to the Department of Public Works – Electric Distribution, Electric Generation, Streets, Parks, Airport, Water, and/or Wastewater called out to work outside their regular scheduled hours shall receive a minimum of two (2) hours overtime pay.

ARTICLE 6: SENIORITY

6.01 – Definitions:

(a) Seniority

Seniority shall mean an employee's length of continuous service with the Employer, within any bargaining unit classification, measured in calendar days from the first day of employment. If application of the preceding sentence results in two or more employees having the same seniority, the employee whose name appears earlier on the Employer's alphabetical listing of employees shall be deemed more senior.

(b) Probationary Employee

A probationary employee is one hired with a view of filling a regular position, and one who, before being advanced to the status of a regular employee in such classification, must undergo a period of probation of not more than six (6) months during which time his qualification for the work can be determined. The termination of probationary employees during their probationary period is not a grievable matter, and article (7) of the collective bargaining agreement will not apply.

6.02 – Layoff:

Determination of Layoffs. The Employer will determine the timing of layoffs, the number of employees to be laid off. Layoffs shall be by reverse order of seniority within the classification to be laid off.

6.03 - Recall:

Order of Recall. If the Employer determines to fill a vacancy, employees shall be recalled in reverse order of layoff, assuming the employee is sufficiently qualified for the vacant position.

Notice of Recall. The Employer will notify the recalled employee in writing, mailing the notice to the last known address of the employee reflected on Employer records. Upon receiving a recall notice, the employee will within a reasonable time period notify the Employer of his or her intent to accept or reject the vacancy.

6.04 – Filling of Vacancies:

- (a) **Posting and Bidding.** The Employer shall ensure that all bargaining unit employees are notified of any vacancies or new job openings in all departments of the Employer. Such notice shall include a description of the job and job responsibilities, location of the work, starting pay, and range of pay. Employees interested in filling the vacancy or new job opening shall notify the Employer, in writing, of their interest within the guidelines of the posted vacancy or new job opening.

- (b) **Selection.** The Employer will award the vacancy or new job opening to the most senior (bidding) employee who is sufficiently qualified for the job. If no bidding employee is sufficiently qualified for the vacancy or new job opening, the Employer may fill the job by either awarding the job to the senior non-qualified employee or to a new hire that is fully qualified. If no employee bids the vacancy or new job opening, the Employer may fill the position with a non-qualified new hire. The Employer may require a qualified existing employee to temporarily transfer to a new job with no loss in pay until the position is filled or for ninety (90) days, whichever is less.

6.05 – **Termination of Seniority:** An employee's seniority shall be terminated by discharge, resignation, or retirement.

6.06 – **Seniority List:** The Employer shall provide the Union with a current seniority list by January 7 of each year.

ARTICLE 7: GRIEVANCE PROCEDURE

7.01 – A grievance is any disagreement between the parties as to the meaning, application or observance of any of the specific provisions of this Agreement. All such disagreements shall be settled through this grievance procedure.

7.02 – Grievance Procedure

Step 1: The employee and the Union steward shall meet with the employee's direct supervisor for the purpose of identifying the disagreement and to try to resolve the disagreement.

Step 2: If the parties do not resolve the disagreement in step 1, either party may request that the disagreement be reviewed by the City of Lake Mills Arbitration Committee (the "Committee"). Such requests shall be in writing and shall identify the party or parties involved in the disagreement, the specific provisions of the Agreement that are alleged to have been violated, and the relief requested. The Committee shall be a joint committee with an equal number of bargaining unit and Employer representatives. The Committee shall meet within thirty (30) calendar days of receiving the request for review. The Committee will hear the grievant, the Union steward or Union representative and the supervisor or other Employer representative and shall render a decision within fourteen (14) calendar days of the Committee meeting. A copy of the decision shall be forwarded to the Union business office and the City Clerk.

Step 3: In the event the grievance is not resolved to the satisfaction of either party at step 2, the grievance or grievances may be referred to arbitration within fourteen (14) calendar days following the receipt of the step 2 decision.

- 7.03 – The party requesting arbitration shall request the Iowa Public Employment Relations board to furnish the parties with a list of five (5) qualified and impartial arbitrators. The parties shall meet within a reasonable time period after receiving the list of arbitrators and shall alternately strike names from the list, until only one name remains. The arbitrator whose name remains shall hear the grievance.
- 7.04 – The decision of the arbitrator shall be final and binding upon the parties and upon the employee or employees concerned.
- 7.05 – The expense of the arbitrator shall be shared equally by the Employer and the Union.
- 7.06 – The parties may agree in writing to extend any of the time limits set forth in this Article. Neither Party shall purposefully delay the grievance procedure.

ARTICLE 8: SICK LEAVE

- 8.01 - Full-time employees shall be granted four (4) hours of sick pay for each month to be credited at the end of each month.
- 8.02 – Sick pay credits may be accumulated up to seven hundred twenty (720) hours by employees.
- 8.03 – Employees shall be paid for each day or partial day of illness or injury up to the accumulated available sick pay time as specified in Section 8.02.
- 8.04 – After fifteen (15) years of service sick leave shall become vested and the employee will be compensated for his/her unused sick leave at his/her current salary upon resignation or retirement.
- 8.05 – Employees reporting for work at the conclusion of the City approved medical leave of absence shall be returned to their original job or to a substantially equivalent job.

ARTICLE 9: WORK RELATED INJURIES OR ILLNESS

- 9.01 – Employees suffering a work related injury or illness and unable to return to work shall receive their accrued sick pay in the amount necessary to offset the difference in pay between the City's Worker's Compensation Insurance payments and his/her regular pay. No employee on occupational injury or illness leave shall receive a combination of Worker's Compensation Insurance and sick leave pay in excess of his/her regular pay.

ARTICLE 10: EDUCATION AND TRAINING

10.01 – The Employer will pay for all City Council approved training and job-related course work. Employees will be reimbursed for all fees and tuition upon successful completion of the course or class. One day seminars may be attended upon the discretion of the employee's supervisor.

ARTICLE 11: FUNERAL LEAVE

11.01 – Employees shall be granted reasonable leave without loss of pay in the case of a death in the employee's immediate family, consisting of the employee's spouse, child, parent, or spouse's parent. Funeral leave shall not exceed three (3) days.

11.02 – Employees shall also be allowed four (4) hours of paid leave when requested to serve as a pallbearer at a funeral. Employees shall also be allowed time off (unpaid or vacation) to attend non-family member funeral ceremony provided the needs of service can be met.

ARTICLE 12: HOLIDAYS

12.01 – Full-time employees shall receive the following nine (9) paid holidays:

1. New Years Day – January 1
2. Memorial Day – the last Monday in May,
3. Independence Day – July 4,
4. Labor Day – the first Monday in September,
5. Veteran's Day – November 11,
6. Thanksgiving Day – the fourth Thursday in November
7. Day After Thanksgiving – the fourth Friday in November
8. Christmas Day – December 25, and
9. One floating holiday to be approved by the employee's Department Head

In addition, employees will be allowed four (4) hours paid time off on Christmas Eve and/or New Years Eve, when Christmas Eve and/or New Years Eve falls on a regular work day.

12.02 – If one of the holidays falls on a Saturday, the preceding Friday shall be granted as the paid holiday. If one of the holidays falls on a Sunday, the following Monday shall be granted as the paid holiday.

12.03 – Employees required to work on an official paid holiday, noted in Section 12.01, the employee shall be paid the holiday pay plus their regular pay at a rate of one and a half times their regular rate of pay.

ARTICLE 13: VACATIONS

13.01 – The Employer shall grant vacation with pay to provide qualifying full-time employees with periods of rest and recreation in recognition of the services they provide. It is the intention of the City of Lake Mills to allow full-time, permanent employees vacation time such that they will be relieved of their obligations to report to work for a period of time each year. During this period, the employee is to receive pay at the regular straight time rate for as many hours as the employee is entitled to in accordance with the following vacation schedule:

YEARS OF SERVICE

After one (1) year
After two (2) years
After five (5) years
After six (6) years
After seven (7) years
After eight (8) years
After nine (9) years
Each year thereafter

VACATION

forty (40) hours
eighty (80) hours
eighty-eight (88) hours
ninety-six (96) hours
one hundred four (104) hours
one hundred twelve (112) hours
one hundred twenty (120) hours
eight (8) hours

The years of service shall be determined by employees' anniversary/start date. The maximum number of vacation hours allowed shall be one hundred sixty (160) hours.

13.02 – Vacation conversion procedure

As of January 1, 1999, credit all employees with a start date prior to July 1, 1998, with vacation they would have received under the old system for crediting vacation (This would be the vacation they accrued for 1998.) As of January 1, 1999, start accruing on a monthly basis at the rate corresponding to the rate as of their last anniversary date. In the future the monthly accrual rate will increase as of the employee's anniversary date. For example: An employee that started March 1, 1998, would be credited with forty (40) hours of vacation on January 1, 1999, and would accrue 3.33 hours for January and February (40 hr. per year rate) and for March would increase to 6.67 hours per month.

Any employee with a start date after July 1, 1998, will accrue their corresponding rate per month with accrual back to their start date. For example: An employee with a start date of August 1, 1998 would accrue 3.33 of vacation for Aug. 98, Sept. 98, Oct. 98, Nov. 98, Dec. 98, Jan. 99, Feb. 99, etc. In August of 1999 they will start accruing at the 6.67 hours per month rate.

Vacation

Employees will accrue their vacation on a monthly basis with vacation credited to them at the end of each month. Rates of accrual will increase on the employee's anniversary date. For example: An employee starting January 1, 1999, will accrue at the rate of 3.33 hours per month (40 divided by 12 months) for the first year. As of January 1, 2000, they will start accruing at the 6.67 hours per month rate (80 hours divided by 12).

On May 1ST of each year employee vacation will be reviewed and the employee can have no more accrued vacation than 40 hours over the annual rate. For example: an employee that is accruing at an 80 hour per year rate can have no more than 120 hours of vacation accrued on May 1st. Anything over 120 hours will be lost.

Personal Time

Personal time will be credited as of January 1st of each calendar year for current employees. New hires will be credited with prorated number of hours based on the following chart:

<u>Start Date</u>	<u>Hours</u>
January 1 – March 31	8
April 1 – June 30	6
July 1 – September 30	4
September 30 – December 31	2

Personal holidays must be used by December 31st and cannot be carried over.

13.03 – Employees' vacation preferences will be honored by order of seniority, consistent with the needs of service.

13.04 – An employee shall be paid for vacation hours to which he or she is entitled but which he or she has not used at the time of separation of employment.

13.05 – Time off for employer approved military leave, worker's compensation injuries/illness or medical/sick leave does not reduce vacation accrual.

ARTICLE 14: OTHER PAID TIME OFF

14.01 – Employees required to appear in court due to being served a subpoena shall loose no pay, if the reason they have been subpoenaed was due to, or arising out of their employment for the City of Lake Mills, or their volunteer service to the community on the fire department, police department or ambulance service.

14.02 – When an employee is called to serve on a jury, the employee will not suffer any loss of compensation. When an employee is called for such duty, the employee will transfer any compensation received to the City of Lake Mills, in excess of mileage or other expense reimbursements, and will then receive the employee's regular compensation for the time covered by the absence. Time not worked because of such service will not affect vacation, sick leave, seniority or other accrued benefits based on time worked.

ARTICLE 15: MEALS AND EXPENSES

- 15.03 – The Employer shall reimburse employees for all required expenses for travel, lodging, and meals incurred in connection with City of Lake Mills business. Such expenses shall be authorized by the Employer in advance.

ARTICLE 16: HEALTH, DENTAL, VISION, AND LIFE INSURANCE

- 16.01 –The Employer shall continue to provide the present group insurance programs (group insurance includes health, dental, vision, and life insurance) for full-time employees, their spouse and dependents. The group healthcare plan will include Mayo Health Systems and Mercy Health Systems as in-network. The plan will include Co-Insurance of either 90/10 and 80/20, or 80/20 and 60/40 or better with Dr. and Office visit Co-Payment of \$15 or less. The plan Deductibles will be \$500 individual/\$1500 family or less, and the Maximum Out-of-Pocket will be \$1500 individual/\$3000 family or less. The drug benefit Co-Payments will be \$10/\$25/\$40 for an over-the-counter 30-day supply with a mail order option or the best “drug card” offered by the carrier. Effective July 1, 2006, the City will pay the employees single premium rate at 100% for all insurances. If the employee has any of their family members on any of the insurance plans, the employee will pay 15% of the additional cost of the appropriate coverage over the single rate for all insurance plans. The cost to the employee with dependents will be adjusted annually at the time of policy renewal to reflect the 15% employee obligation of any new premiums. Proof of all actual insurance premiums paid by the Employer will be provided to the Union upon request. Any future changes in carriers or plans shall not result in a reduction of benefits, or an increase in employee/family deductibles or any other employee charges, unless it has been discussed and recommended by the Joint Insurance Committee (see 16.02), and signed off on through a Letter of Agreement by the Mayor and the Union Business Manager. If a carrier discontinues a plan or a benefit within the plan, the next best plan will be used as decided by the Joint Insurance Committee. A second insurance plan may be offered as an option in addition to the plan outlined above. This optional second plan will be decided by the Joint Insurance Committee through its process as described herein. A thirty (30) day waiting period shall be required with the insurance to be in force on the first (1st) day of the following month.
- 16.02 - The Employer and the Union agree to form a Joint Insurance Committee for the purpose of reviewing and making recommendations pertaining to any or all of the insurance plans. Three (3) Local 204 bargaining unit members appointed by the Union and three (3) non-bargaining unit persons appointed by the Employer will serve on this Committee. Any changes to any of the above referenced insurance plans must be mutually agreed upon by the Employer and the Union through a Letter of Agreement before the implementation of any changes.
- 16.03 – The City of Lake Mills will establish a Section 125 Plan, also know as a “Flexible Spending Plan”, through which employees may pay for medical, dental, vision and childcare expenses and premiums with pre-tax dollars.

ARTICLE 17: CLOTHING ALLOWANCE

17.01 – All city personnel shall recognize that personal appearance is important in maintaining respect for the city. All personnel shall adhere to ordinary rules of good grooming as to their person and attire, and shall begin each working day with clean and repaired clothes and/or uniforms. The Employer will furnish a clothing allowance in an amount not to exceed one hundred dollars (\$100.00) per year for qualifying employees. The Employer will furnish a standard initial issue to all qualifying employees, in an amount not to exceed three hundred twenty dollars (\$320.00). The City of Lake Mills insignia will be furnished at no charge to the qualifying employees to be attached to the appropriate garments. No employee will attach the City insignia to any uniform or clothing not approved by the employee's department head. Approval from the department head is required before any purchase is made. After approval from the department head is made, the employee, whether it be on the initial issue or the replacement issue, must submit receipts to the office of City Clerk for the reimbursement of expenses. Winter jackets shall meet OSHA standards. The following are the items that will be allowed under the initial issue:

1. Four (4) shirts.
2. Four (4) trousers.
3. One (1) jacket.
4. One (1) cap.
5. One (1) winter coat or coveralls.

The official color of the City of Lake Mills uniform shall be blue as established by the City Council. It is recognized that for safety of employees performing certain jobs within the City, a color other than blue is advisable. When these conditions occur, the Department Head must approve the change in color.

17.02 – Any and all clothing items purchased by and/or reimbursed by the City of Lake Mills shall be owned by the employer.

17.03 – The current clothing allowance is one hundred dollars (\$100.00) per qualifying employee, per year. This is not intended to supply entire clothing budget for qualifying employees of the Employer but is intended to supplement employees for the requirement of uniforms.

17.04 – Winter jackets will be blue and shall be replaced by Employer as needed.

ARTICLE 18: STANDBY PAY

18.01 – The Employer strives to minimize overtime whenever possible, instead the policy is to ensure an equitable means of providing payment to all employees when overtime occurs. All overtime must be authorized and documented by the employee's Department Head. The policies of the Employer awards four (4) of straight comp time to the employee for every twenty-four (24) hours of standby time served. Actual work performed during said standby time shall be paid at the employee's regular overtime rate, whichever is applicable.

ARTICLE 19: SAFETY AND HEALTH

19.01 – No employee shall be required or permitted to perform work in an unsafe manner as defined by Federal and State Laws.


ARTICLE 20: WAGES AND CLASSIFICATIONS

20.01 – See Attachment "A" and by this reference made a part hereof.

ARTICLE 21: TERM AND IMPASSE PROCEDURES

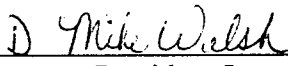
21.01 – This agreement shall be in full force and effect from July 1, 2006, through June 30, 2009, and shall continue from year to year thereafter unless written notice of a desire to terminate or to modify this agreement is delivered by either party to the other no later than one hundred twenty (120) days prior to expiration of the agreement.

CITY OF LAKE MILLS, IOWA

By: 
Mayor City of Lake Mills

**INTERNATIONAL BROTHERHOOD
OF ELECTRICAL WORKERS, LOCAL
UNION 204**

By: 
Business Manager Local 204

By: 
President Local 204

ATTACHMENT "A"
(City of Lake Mills)

July 1, 2006 General Wage Increase	5%				
July 1, 2007 General Wage Increase	4%				
July 1, 2008 General Wage Increase	4%				
Classification	July 1, 2005 GWI of 4%	July 1, 2006 Pre-GWI Wage Adjustment	July 1, 2006 GWI of 5%	July 1, 2007 GWI of 4%	July 1, 2008 GWI of 4%
ELECTRIC DEPARTMENT					
Lineman - Journeyman	\$20.48		\$21.50	\$22.36	\$23.25
1st 6 months (70%) (apprenticeship)	\$14.34		\$15.05	\$15.65	\$16.28
2nd 6 months (72.5%)	\$14.85		\$15.59	\$16.21	\$16.86
3rd 6 months (75%)	\$15.36		\$16.13	\$16.77	\$17.44
4th 6 months (77.5%)	\$15.87		\$16.66	\$17.33	\$18.02
5th 6 months (80%)	\$16.38		\$17.20	\$17.89	\$18.60
6th 6 months (85%)	\$17.41		\$18.28	\$19.01	\$19.76
7th 6 months (90%)	\$18.43		\$19.35	\$20.12	\$20.93
8th 6 months (95%)	\$19.46		\$20.43	\$21.24	\$22.09
Line Department Supervisor	\$21.37		\$22.44	\$23.34	\$24.27
1st 6 months (90%)	\$19.23		\$20.20	\$21.01	\$21.84
2nd 6 months (95%)	\$20.30		\$21.32	\$22.17	\$23.06
GENERATION DEPARTMENT					
Power Plant Operator	\$17.16		\$18.02	\$18.74	\$19.49
1st 6 months (85%)	\$14.59		\$15.32	\$15.93	\$16.57
2nd 6 months (87.5%)	\$15.02		\$15.77	\$16.40	\$17.05
3rd 6 months (90%)	\$15.44		\$16.22	\$16.87	\$17.54
4th 6 months (95%)	\$16.30		\$17.12	\$17.80	\$18.52
Power Plant Supervisor	\$21.15		\$22.21	\$23.10	\$24.02
1st 6 months (90%)	\$19.04		\$19.99	\$20.79	\$21.62
2nd 6 months (95%)	\$20.09		\$21.10	\$21.95	\$22.82

ATTACHMENT "A"
(City of Lake Mills)

Classification	July 1, 2005 GWI of 4%	July 1, 2006 Pre-GWI Wage Adjustment	July 1, 2006 GWI of 5%	July 1, 2007 GWI of 4%	July 1, 2008 GWI of 4%
STREETS DEPARTMENT					
Street Department Supervisor	\$18.41		\$19.33	\$20.10	\$20.90
1st 6 months (90%)	\$16.57		\$17.40	\$18.09	\$18.81
2nd 6 months (95%)	\$17.49		\$18.36	\$19.10	\$19.86
Street Maintenance Worker	\$16.57		\$17.40	\$18.10	\$18.82
1st 12 months (85%)	\$14.08		\$14.79	\$15.39	\$16.00
3rd 6 months (90%)	\$14.91		\$15.66	\$16.29	\$16.94
4th 6 months (95%)	\$15.74		\$16.53	\$17.20	\$17.88
WATER & WASTE WATER DEPARTMENT					
Water & Waste Water Technician	\$17.61		\$18.49	\$19.23	\$20.00
1st 6 months (80%)	\$14.09		\$14.79	\$15.38	\$16.00
2nd 6 months (85%)	\$14.97		\$15.72	\$16.35	\$17.00
3rd 6 months (90%)	\$15.85		\$16.64	\$17.31	\$18.00
4th 6 months (95%)	\$16.73		\$17.57	\$18.27	\$19.00
Water & Waste Water Superintendent	\$21.15		\$22.21	\$23.10	\$24.02
1st 6 months (80%)	\$16.92		\$17.77	\$18.48	\$19.22
2nd 6 months (85%)	\$17.98		\$18.88	\$19.64	\$20.42
3rd 6 months (90%)	\$19.04		\$19.99	\$20.79	\$21.62
4th 6 months (95%)	\$20.09		\$21.10	\$21.95	\$22.82
ALL DEPARTMENTS					
Utility Laborer	\$14.01		\$14.71	\$15.30	\$15.91
Janitor*	\$7.12		\$7.48	\$7.78	\$8.09
CITY CLERK DEPARTMENT					
Account Clerk I	\$7.60		\$7.98	\$8.30	\$8.63
Account Clerk II	\$12.18		\$12.79	\$13.30	\$13.83
1st 6 months (90%)	\$10.96		\$11.51	\$11.97	\$12.45
2nd 6 months (95%)	\$11.57		\$12.15	\$12.64	\$13.14
		\$.50 Pre- GWI			
Deputy City Clerk	\$14.09	\$14.59	\$15.32	\$15.93	\$16.57
1st 6 months (90%)	\$12.68		\$13.79	\$14.34	\$14.91
2nd 6 months (95%)	\$13.39		\$14.55	\$15.13	\$15.74

ATTACHMENT "A"
(City of Lake Mills)

Classification	July 1, 2005 GWI of 4%	July 1, 2006 Pre-GWI Wage Adjustment	July 1, 2006 GWI of 5%	July 1, 2007 GWI of 4%	July 1, 2008 GWI of 4%
LIBRARY					
Library Aide (Part Time)	\$7.39		\$7.76	\$8.07	\$8.39
Children's Librarian		\$7.98	\$8.38	\$8.72	\$9.07
TRANSIT					
Transit Driver (Part Time)	\$7.19		\$7.55	\$7.85	\$8.16
YOUTH CENTER					
Youth Programs (Part Time)	\$13.82		\$14.51	\$15.09	\$15.69

Attachment "A" Notes

1. Clarification of Water/Waste Water Department classifications and step rates.

- An employee starting in these classifications without a grade one (1) or grade two (2) water/waste water certifications will start at step One (1). Employee will advance to step two (2) on schedule and receive appropriate pay rate.
- Before advancing to step three (3) and receiving appropriate pay rate the employee shall possess a water/waste water grade one (1) certification. They will advance to step four (4) on schedule and receive appropriate pay rate.
- Before advancing to the journey level classification and pay rate the employee shall possess a water/waste water grade two (2) certification.
- If an employee possesses a water/waste water grade one (1) or two (2) certification ahead of schedule they shall receive appropriate pay rate and advance to appropriate step.
- When a new employee is hired and possesses one or both certifications they will start at appropriate step and pay rate, however if they possess both certifications they shall be required to work in the fourth step at that rate of pay until their probationary period is satisfied.
- When a fully qualified Lab Technician bids the Water/Waste Water Superintendents job, (fully qualified meaning the Lab Tech. Possesses both grade (1) and (2) certifications) for the purpose of acquiring the skills and knowledge of the job they will start the job in the fourth step and appropriate pay rate.

2. Step Placement and Advancement.

- Initial placement into a specific step of any classification of a new or existing employee shall be determined by the "Joint Training/Advancement Committee", as outlined in Letter of Agreement City of Lake Mills-1-99, on page 19 of the Labor Agreement.
- In addition to the initial placement, the advancement to, or retention in any step of the apprenticeship of a Lineman Apprentice, shall be governed by the "Joint Training/Advancement Committee".

- In addition to the initial placement, the advancement to, or retention in any step of the pay rate of anyone in a "Water/Waste Water Department classification, shall be governed by the "Joint Training/Advancement Committee" in accordance with the parameters outlined by "Clarification of Water/Waste Water Department classifications and step rates" in the "Attachment A Notes" on page 18 of the Labor Agreement.
- After the initial placement into a specific step, advancements of all other classifications shall be according to the time served in the particular classification.

Letter of Agreement City of Lake Mills-1-99

This letter of agreement covers understandings reached between the International Brotherhood of Electrical Workers Local Union 204 (the union) and City of Lake Mills (the company) The parties agree to the establishing of a Joint Training/Advancement Committee.

Joint Training/Advancement Committee

Make up of Committee: Two (2) committee persons from the bargaining unit and two (2) committee persons from management. This committee would make decisions on:

1. What step an employee starts a recently bid job according to the qualifications of that employee, or if the employee is fully qualified, to start that job at the journey level position. Such placement shall be reasonable, fair and consistent. (Current employees awarded a higher paying job shall not suffer a loss in pay because of their step placement.)
2. Placement of new hires at the appropriate step commensurate with their prior experience, skills, education and training.
3. Monitor the progress of employees while they are in the training steps, and monitor on-the-job and all other related instruction/training making sure they are receiving the proper amount.
4. If an employee is to be held back on or accelerated to any step of an apprenticeship or advancement step.

NOTE: New employees just starting their employment with the Employer will start at the step prior to the step that a present employee would start at based on the same qualifications. No employee, new or present, shall start below the first step listed for any classification.

This agreement is entered into without prejudice and shall not be precedent setting in any future similar issue. Anything not specifically mentioned shall remain as per the Collective Bargaining Agreement. This agreement is subject to the grievance and arbitration provisions of the Collective Bargaining Agreement. This agreement may be terminated with sixty (60) days written notice of either party to the other.

/s/ Ron Garrett 12/28/99
Ron Garrett date
Business Manager
IBEW Local 204

/s/ David B. Anderson 12/20/99
Dave Anderson date
Mayor
City of Lake Mills